

# 2015 Employee Survey Executive Summary

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In July 2015, the Champions of Team Flagstaff conducted a survey to measure employees' opinions on various competencies of the organization. The survey was open to all City employees and included fifteen questions that were also asked of employees in 2013. A total of 245 employees responded to the 2015 survey, compared to 294 in 2013. The following is an executive summary of the survey results. The complete results can be found online at [www.flagstaff.az.gov/teamflagstaff](http://www.flagstaff.az.gov/teamflagstaff).

## Ranking Summary



### 2015 Highest Ranked Areas (>60% approval)

- Enjoy Work (-)
- Motivation (+)
- Empowerment (=)
- People Care (=)
- Feedback (=)



### 2015 Lowest Ranked Areas (<40% approval)

- Succession Planning (-)
- Fair Compensation (=)
- Fair Promotions (=)
- Communication (+)
- Effective Training (-)

\* (+) improvement from 2013, (-) decline from 2013, (=) no change from 2013

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## Additional Comments

Employees were asked about what would improve their experience at the City, in addition to compensation. Almost half of the survey respondents (117) answered this open-ended question. The responses were individually coded and analyzed for rate of recurrence. All the comments received were categorized in the areas of leadership (45%), organizational culture (28%) and employee investment (27%). Examples of the comments received are included in the full survey report. All comments, and their rate of recurrence, are represented below in the three wordles:

